
From: Cushing, Daniel P - DOC (Daniel.Cushing@wisconsin.gov)
Sent: Monday, February 13, 2023 4:31 PM
To: VanLanen, Jay A - DOC (Jay.VanLanen@wisconsin.gov)
Subject: RE: TP

Sighhhh**

From: VanLanen, Jay A - DOC
Sent: Monday, February 13, 2023 10:26 AM
To: Cushing, Daniel P - DOC <Daniel.Cushing@wisconsin.gov>
Subject: RE: TP

SD had him moved. [REDACTED] SECURITY CORR INST

From: Cushing, Daniel P - DOC
Sent: Monday, February 13, 2023 10:25 AM
To: DOC DL DAI GBCI Security Supervisor <DOCDLDAIGBCISecuritySupervisor@wisconsin.gov>
Subject: TP

Anyone know why Terrance Prude was moved to the SCH?

[Exhibit #200]

Back Side Too! →

From: Cole, Michael D - DOC (Michael.Cole@wisconsin.gov)
Sent: Wednesday, February 15, 2023 4:20 AM
To: Cushing, Daniel P - DOC (Daniel.Cushing@wisconsin.gov)
Subject: RE: TP

Through the rumor mill and talking to Lannoye and Cummings that Kind ordered it.

From: Cushing, Daniel P - DOC
Sent: Monday, February 13, 2023 10:25 AM
To: DOC DL DAI GBCI Security Supervisor <DOCDLDAIGBCISecuritySupervisor@wisconsin.gov>
Subject: TP

Anyone know why Terrance Prude was moved to the SCH?

[Exhibit # 201]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/18/24 21:14 CDT	Black/White	_AR1	_AR1_111_L

DEPARTMENT OF CORRECTIONS

Office of Records Management

DOC-1160 (Rev. 12/2019)

WISCONSIN

PUBLIC RECORDS REQUEST RESPONSE

REFERENCE #

DATE OF REQUEST: 3/27/2024

DATE REQUEST WAS RECEIVED: 3/27/2024

REQUESTOR'S NAME:

ADDRESS:

CITY, STATE, ZIP CODE:

REQUESTOR'S TELEPHONE NUMBER:

REQUESTOR'S FAX NUMBER:

REQUESTOR'S E-MAIL:

REQUEST RECEIVED VIA: Web

THE FOLLOWING RECORDS WERE REQUESTED: 1. DOC-1271A Employee Investigation Reports Notice Of Potential Work Rule Violation against former prison employee Candice Dixon surrounding being fired from GBCI 2. DOC-1271E Employee Investigation Reports Summary Of Investigative Findings against former prison employee Candice Dixon surrounding being fired from GBCI 3. DOC-1271D Employee Investigation Reports Investigatory Interview of former prison employee Candice Dixon surrounding being fired from GBCI

RESPONSE:

This is a Complete response to your Public Records Request

County location of records: Brown

SECTION 1: EXISTENCE OF RECORD

SECTION 2: RIGHT OF ACCESS

SECTION 3: ACCESS TO RECORD

Portion of request granted.

Personal addresses, telephone numbers, and e-mail addresses have been redacted pursuant to Wis. Stat. § 19.36(10)

(a

SECTION 4: PROHIBITED FROM ACCESS

SECTION 5: FEES

NO FEES

SECTION 6: ADDITIONAL COMMENTS

Megan Aispuro

GBCI

05/10/2024

[Exhibit # 202: Page 1 of 7]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/18/24 21:15 CDT	Black/White	_AR1	_AR1_111_L

On 12/29/2022 the investigations department received information that PIOC Jaleel Schultz may be talking to CO Candance Dixon via phone. The number believed to be Dixons was ____ Investigators listened to the calls and also believed that it was Dixon.

Investigators completed a "reverse lookup" on the phone number in the Enforcer system. This enables me to see who the phone may be registered to. The results came back to "____",
Investigators know this name to be the same as a ____ of Dixon. The address is also the address that Dixon had on file with the WI DOC. This was taken to the administration and Dixon was placed on Administrative Leave pending the outcome of the investigation. Dixon resigned from state service on 01/05/2023.

Emails were reviewed for Schultz and an email address of ____ There were approximately 2610 emails send between Schultz and this person. During the interview with Schultz, he admitted that this was Dixon that he was sending emails with. A serach of the TextBehind potral revealed 8 letters that had photos with them. The sender was _____. The photos contained photos of different areas of the persons body, but never the face.

An overall search with that email address was then completed statewide in the corrlinks system. This search revealed 1138 emails send between Dixon and Seandell Jackson #557839. RGCI was made aware of the Jackson portion.

[Exhibit#202: Page 2 of 7]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/18/24 21:14 CDT	Black/White	_AR1	_AR1_111_L

A search of the phone number ___ revealed approximately 345 calls with Schultz, from 10-30-2022 until 01-05-2023. Another phone number ___, was also found. This phone was registered to ___. This particular address is for a Walgreens Pharmacy.

A search of the Keefe system was also completed. During the search, it was found that ___ sent approximatley \$1725.00 to Jackson while he was incarcerated at GBCI.

After Dixon resigned from stagte service, Schultz sent a letter to Dixon using her real name at the address that is listed on all the other evidence in this case.

SERIOUS MISCONDUCT # SERIOUS MISCONDUCT

10-Agency Specific Serious

Misconduct (explain)

1. Fraternization with offenders, inmates, or juvenile offenders including, but not limited to: sharing personal information, providing or receiving goods or services, displaying favoritism, engaging in a personal relationship, failing to report solicitation by an offender, inmate, or juvenile offender. Dixon carried on a relationship with a PIOC.

[Exhibit #202: Page 3 of 7]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/18/24 21:16 CDT	Black/White	_AR1	_AR1_111_L

EMPLOYEE INVESTIGATION REPORTS

INVESTIGATORY INTERVIEW

INVESTIGATOR INSTRUCTIONS: Document the content of an investigatory meeting with an individual interviewed as part of an employee investigation.

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.)

Dixon, Candace

INCIDENT DATE(s):

Various

DISTRIBUTION - Original - Investigation File

NAME OF INTERVIEWEE (Last Name, First Name, M.I.)

Dixon, Candace

JOB TITLE OR CLASSIFICATION

CO

INTERVIEWEE STATUS

Subject Witness

INTERVIEW

DATE

TIME

REPRESENTATIVE PRESENT (Last Name, First Name) INVESTIGATORS NAMES (Last Name, First Name)

Cushing, Daniel

[Exhibit#202: Page 4 of 7]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/20/24 00:46 CDT	Color	AR1	AR1_111_L

8:26
5G

Dixon_Redacted
Done

REVIEW EACH OF THE FOLLOWING INFORMATION AS INDICATED WITH THE EMPLOYEE AND CHECK EACH BOX UPON COMPLETION

☐ **FOR WITNESS INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING:**

- Inform the employee the purpose of the meeting is to investigate allegations of misconduct in the workplace.
- State they are required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability, and if they refuse to answer they may be disciplined for that refusal.
- Ask if they have any questions before beginning.

☐ **FOR SUBJECT INTERVIEWS: BEGIN THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:**

- Inform the employee the purpose of the meeting is to investigate.
- State no decision will be made until all the facts of the investigation are considered.
- State the employee is required by work rule 1 to answer fully and completely the questions put to them, to the best of their ability, and if they refuse to answer they may be disciplined for that refusal in addition to any other discipline, which may be imposed for other conduct.
- As appropriate, state either:
 - These proceedings will be recorded. You are entitled to receive a copy of the recording made during the meeting, OR
 - These proceedings are not to be recorded. If it is found you have recorded this meeting, you will be in violation of work rule 11, which prohibits unacknowledged recording.
- (FOR SUBJECT WITHOUT A REP) Remind the subject the investigatory meeting notice included the right to have a representative, since one is not present, you assume they would like to proceed without one and note it in the REPRESENTATIVE PRESENT box above.
- Ask if they have any questions about these guidelines before beginning.

☐ For potential criminal investigations – read and complete form DOA-1607-G – Investigations Involving Criminal Matters (Gandy / O’Donnell Warning)

CONTENT OF INTERVIEW – Interviews and notes are conducted in Question and Answer format.

Chose not to respond to interview request after her resignation.

CLOSE THE MEETING BY REVIEWING THE FOLLOWING WITH THE EMPLOYEE:

FOR WITNESS INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:


- Thank them for answering questions.
- Request the employee keep the information confidential. This is a request only and not a directive.

FOR SUBJECT INTERVIEW: END THE MEETING BY REVIEWING THE FOLLOWING:

- State we are concluding the meeting. Retention against witnesses because they participated, or you believe they participated, in this investigation is prohibited and subject to discipline.
- Inform the employee the State of Wisconsin provides an Employee Assistance Program. Provide the vendor web address, phone number, or provide a brochure.
- State the employee will be notified of the next steps in the process after the information is reviewed.
- Request the employee keep the information confidential. This is a request only and not a directive.

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STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL MANAGEMENT
DOA-1607-G (R09/2020)
§ 230.34 & § 111.80, WIS. STATS.



CASE NUMBER (if applicable):
2022-117

EMPLOYEE INVESTIGATION REPORTS
SUMMARY OF INVESTIGATION FINDINGS

INVESTIGATOR INSTRUCTIONS: Summarize the findings and conclusions of the investigation. Attach all supporting documentation.

SUBJECT OF INVESTIGATION (Last Name, First Name, MI, L)	JOB TITLE OR CLASSIFICATION	INCIDENT DATE(s)
Dixon, Candace	CO	Various

SUMMARY OF CONDUCT (Report facts only – no opinions or recommendations)

On 12/28/2022 the investigations department received information that PIOC Jaleal Schultz may be talking to CO Candace Dixon via phone. The number believed to be Dixons was [REDACTED] Investigators listened to the calls and also believed that it was Dixon.

Investigators completed a "reverse lookup" on the phone number in the Enforcer system. This enables me to see who the phone may be registered to. The results came back to [REDACTED] of Dixon. The address is also the address that Dixon had on file with the WI DDC. This was taken to the administration and Dixon was placed on Administrative Leave pending the outcome of the investigation. Dixon resigned from state service on 01/05/2023.

Emails were reviewed for Schultz and an email address of [REDACTED] There were approximately 2610 emails sent between Schultz and this person. During the interview with Schultz, he admitted that this was Dixon that he was sending emails with. A search of the TextBehind portal revealed 8 letters that had photos with them. The sender was [REDACTED] The photos contained photos of different areas of the persons body, but never the face.

An overall search with that email address was then completed statewide in the comlinks system. This search revealed 1138 emails sent between Dixon and Seandell Jackson #557839. RGCI was made aware of the Jackson portion.

A search of the phone number [REDACTED] revealed approximately 345 calls with Schultz, from 10-30-2022 until 01-05-2023. Another phone number, [REDACTED] was also found. This phone was registered to [REDACTED] This particular address is for a Walgreens Pharmacy.

A search of the Koefe system was also completed. During the search, it was found that [REDACTED] sent approximately \$1725.00 to Jackson while he was incarcerated at GBCI.

[Exhibit# 202: Page 5 of 7]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/20/24 00:47 CDT	Color	_AR1	_AR1_111_L

8:26
5G
Dixon_Redacted
Done

STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL MANAGEMENT
DOA-15897-A (R8/2020)
§ 230.34 & § 111.60, WIS. STATS.

EMPLOYEE INVESTIGATION REPORTS

FIRST REPORT OF POTENTIAL WORK RULE VIOLATION

This form shall be utilized to document initial allegations of work rule violations and to initiate a formal investigation. The completed form must be submitted to Human Resources.

THIS SECTION TO BE COMPLETED BY SUPERVISOR OR HUMAN RESOURCES STAFF

SUBJECT OF INVESTIGATION (Last Name, First Name, M.I.) Dixon, Candace	JOB TITLE OR CLASSIFICATION CO	AGENCY / DIVISION / WORK UNIT DOC / DAI / GBCI
INCIDENT DATE(s) Various	INCIDENT TIME(s) Various	EMPLOYEE STATUS <input checked="" type="checkbox"/> Permanent <input type="checkbox"/> Probationary <input type="checkbox"/> LIE

BRIEF DESCRIPTION OF INCIDENT(S) (who, what, where, when, and why, if known) attach related documents.
Information was brought forward that Officer Dixon was fraternizing with Jaleel Schultz 634294, to the point of having a phone number they can talk on.

The phone number did appear in the PIOC phone system. Numerous calls were placed to it from Schultz. It is believed to be officer Dixon on the other end. The reverse look-up for the phone comes back to the address Officer Dixon has on file with payroll.

WITNESSES AND/OR POTENTIAL WITNESSES

NAME OF PERSON REPORTING ALLEGATION Daniel Cushing	CLASSIFICATION SON	DATE OF REPORT 12/30/2022
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ADDITIONAL INFORMATION AND/OR EVIDENCE

THIS SECTION TO BE COMPLETED BY HUMAN RESOURCES STAFF

SPECIAL CONSIDERATIONS / ACTIONS IF NECESSARY

<input type="checkbox"/> TEMPORARY REASSIGNMENT	<input type="checkbox"/> ADMINISTRATIVE LEAVE WITH PAY	<input type="checkbox"/> ADMINISTRATIVE LEAVE WITHOUT PAY	<input type="checkbox"/> NO CHANGE
<input type="checkbox"/> OTHER			

☐ CONDUCT INVOLVES POSSIBLE CRIMINAL VIOLATION(S)

☐ OTHER:

EMPL ID	<input type="checkbox"/> EXEMPT <input type="checkbox"/> NON-EXEMPT	SENIORITY DATE	CASE NUMBER (if applicable): 2022-117
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NAME(S) OF ASSIGNED INVESTIGATOR(S):

Spot Check

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STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION
DIVISION OF PERSONNEL MANAGEMENT
DOA-15897-C (R5/2020)
§ 230.34 & § 111.60, WIS. STATS.

[Exhibit#202:Page 6 of 7]

Print Requester	Booking #	Request Date	Requested Ink	Room	Location
TERRANCE PRUDE	335878	05/21/24 15:10 CDT	Color	_AR1	_AR1_111_L

8:26
5G

Dixon_Redacted

approximately \$1725.00 to Jackson while he was incarcerated at GBCI.

After Dixon resigned from state service, Schultz sent a letter to Dixon using her real name at the address that is listed on all the other evidence in this case.

POTENTIAL WORK RULE(S) VIOLATED	
WORK RULE #	WORK RULE AND SUPPORTING SPECIFIC FACTUAL INFORMATION/DOCUMENTATION
Choose an item	
Choose an item	
Choose an item	
Choose an item	
Choose an item	
Choose an item	
Choose an item	

POTENTIAL SERIOUS MISCONDUCT

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SERIOUS MISCONDUCT #	SERIOUS MISCONDUCT
10-Agency Specific Serious Misconduct (explain)	1. Fraternization with offenders, inmates, or juvenile offenders including, but not limited to: sharing personal information, providing or receiving goods or services, displaying favoritism, engaging in a personal relationship, failing to report solicitation by an offender, inmate, or juvenile offender. Dixon carried on a relationship with a PIOC.
Choose an item	
Choose an item	
Choose an item	
Choose an item	
Choose an item	
Choose an item	

POTENTIAL POLICY(S) VIOLATED	
POLICY #	POLICY

COMMENTS

[Exhibit #202: Page 7 of 7]